

LENOX, IOWA

LABORSHED AREA



A STUDY IN LABOR AVAILABILITY AND WORKFORCE CHARACTERISTICS
EXECUTIVE SUMMARY

WWW.IOWALMI.GOV/LABORSHED

RELEASED
2021

ESTIMATED POPULATION
AGES 18-64

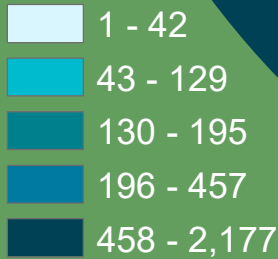
45,263

ESTIMATED TOTAL LIKELY TO
ACCEPT EMPLOYMENT
IN LENOX, IA

6,428



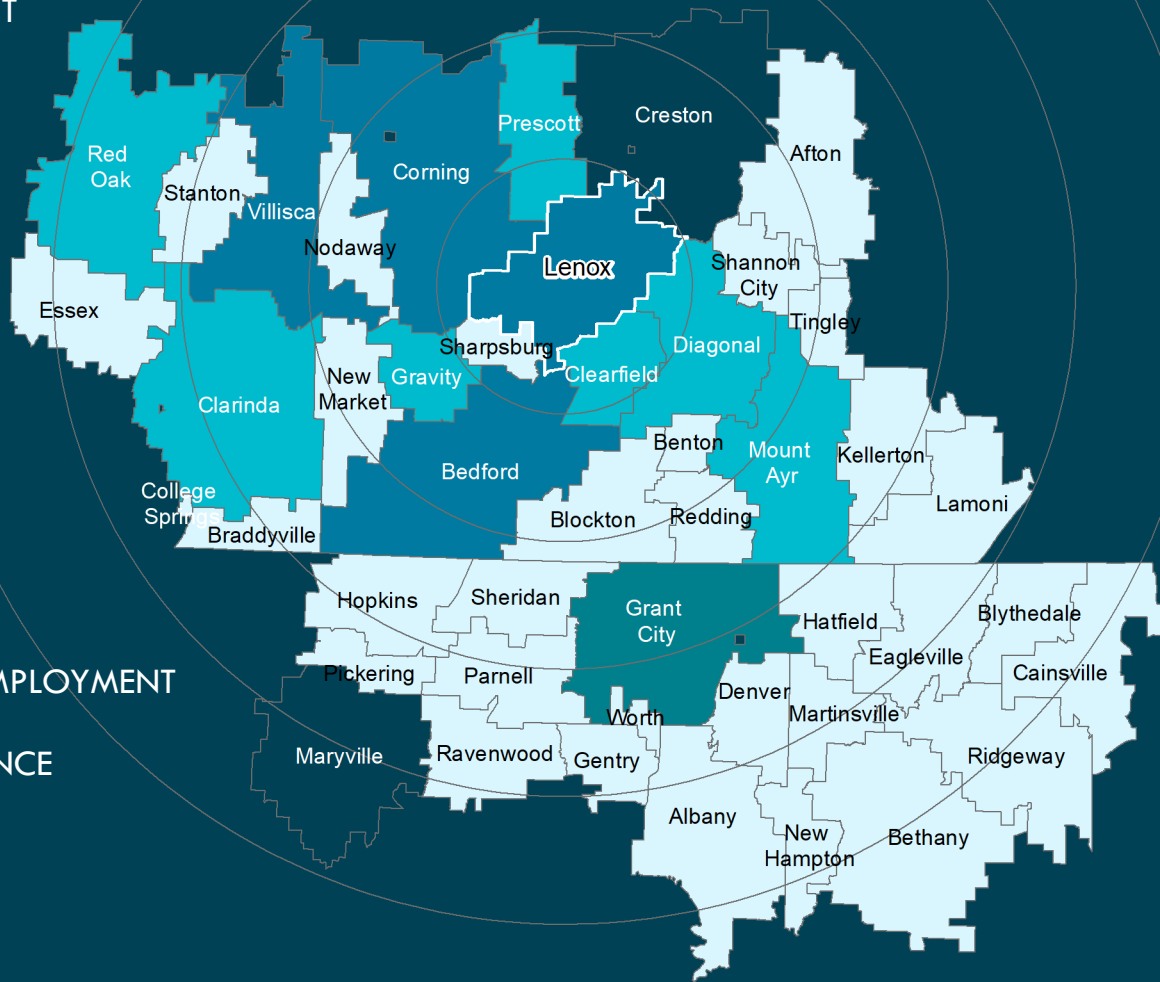
LIKELY TO
CHANGE/ACCEPT EMPLOYMENT
IN LENOX, IA
BY PLACE OF RESIDENCE
(PER ZIP CODE)



10-Mile Interval Between Rings



AREA SHOWN



LENOX LABORSHED ANALYSIS

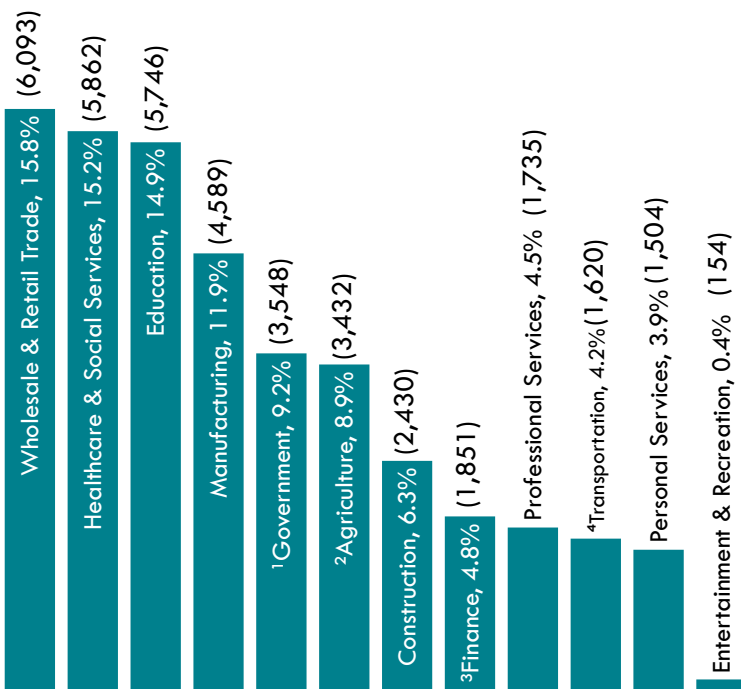
EMPLOYMENT STATUS (ESTIMATED TOTAL)*



*Employment status is self-identified by the survey respondent. The unemployment percentage above does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.



BREAKOUT OF THE EMPLOYED BY INDUSTRY (ESTIMATED TOTAL)



¹Public Administration, Government
³Finance, Insurance, & Real Estate

²Agriculture, Forestry, & Mining
⁴Transportation, Communications, & Utilities

TOP CURRENT BENEFITS OF THE FULL-TIME EMPLOYED

	Health/Medical Insurance 89.5%
	Paid Holidays 81.1%
	Pension/Retirement/401K 79.4%
	Life Insurance 76.1%
	Dental Coverage 75.2%
	Vision Coverage 72.3%
	Paid Vacation 71.8%
	Disability Insurance 65.5%
	Flex Spending Accounts 51.3%
	Prescription Drug Coverage 47.5%

A Laborshed area is defined by its commuting pattern and illustrates which communities contribute to an employment center's workforce and at what level. To determine the boundaries of a Laborshed area, local employers supply the residential ZIP codes of each of their employees. The data in this publication reflects characteristics specific to the workforce in the Lenox Laborshed area.

The employed are currently commuting an average of—



EMPLOYED: LIKELY TO CHANGE

- An estimated **5,347** employed individuals are likely to change their current employment situation for an opportunity in Lenox

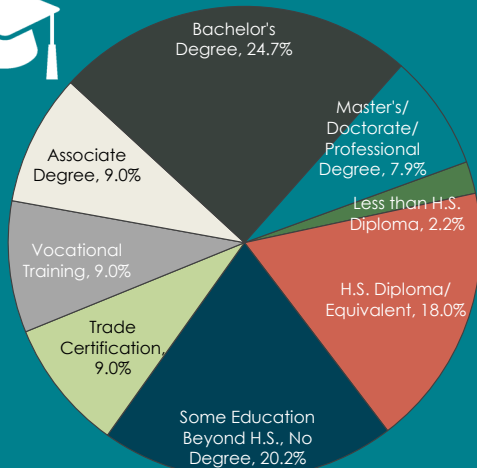
- Current occupational categories:

Professional, Paraprofessional, Technical	35.3%
Production, Construction, Material Moving	28.2%
Service	16.5%
Clerical	8.2%
Managerial	7.1%
Sales	3.5%
Agricultural	1.2%

- Current median wages: \$

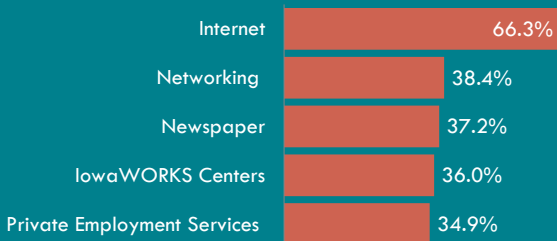
- \$15.75/hour and \$57,000/year
- \$21.90/hour - attracts 66%
- \$28.75/hour - attracts 75%

- 79.8% have an education beyond HS



- 28.1% are actively seeking employment

- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:

- Currently commuting an average of **14 miles/18 minutes** (one-way) to work
- Willing to commute an average of **29 miles/36 minutes** (one-way) to work

UNEMPLOYED: LIKELY TO ACCEPT

- An estimated **193** unemployed individuals are likely to accept employment in Lenox

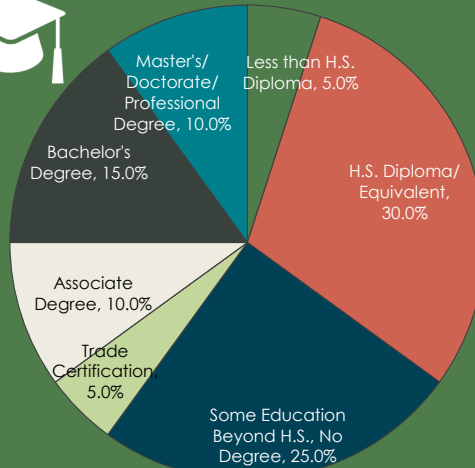
- Former occupational categories:

Production, Construction, Material Moving	33.3%
Professional, Paraprofessional, Technical	22.2%
Service	22.2%
Managerial	11.1%
Clerical	5.6%
Sales	5.6%

- Median wages: \$

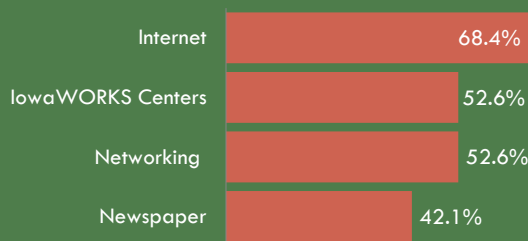
- \$14.00/hour - lowest willing to accept
- \$18.00/hour - attracts 66%
- \$20.00/hour - attracts 75%

- 65.0% have an education beyond HS



- 60.0% are actively seeking employment

- Most frequently identified job search resources:



- Top sites:



- Top newspapers:



- Commute:

- Willing to commute an average of **27 miles/32 minutes** (one-way) to work



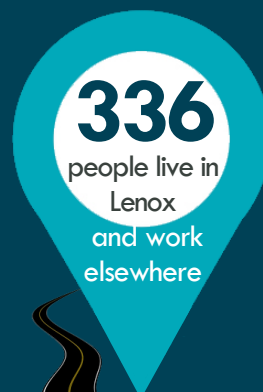
The Laborshed survey collects information regarding the **out commute** for an employment center.

The **out commute** for Lenox is estimated at 32.5 percent—approximately 336 people living in Lenox work in other communities.

Most of those who are out commuting are working in Creston and Corning.

Over one-quarter (26.9%) of out commuters are likely to change employment (approximately 90 people).

50.0% earn an annual salary—median salary is **\$53,000/year**
34.6% earn an hourly wage—median wage is **\$21.50/hour**



EDUCATION OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

Data on this page is specific to only those survey respondents that reported they are likely to change or accept employment.



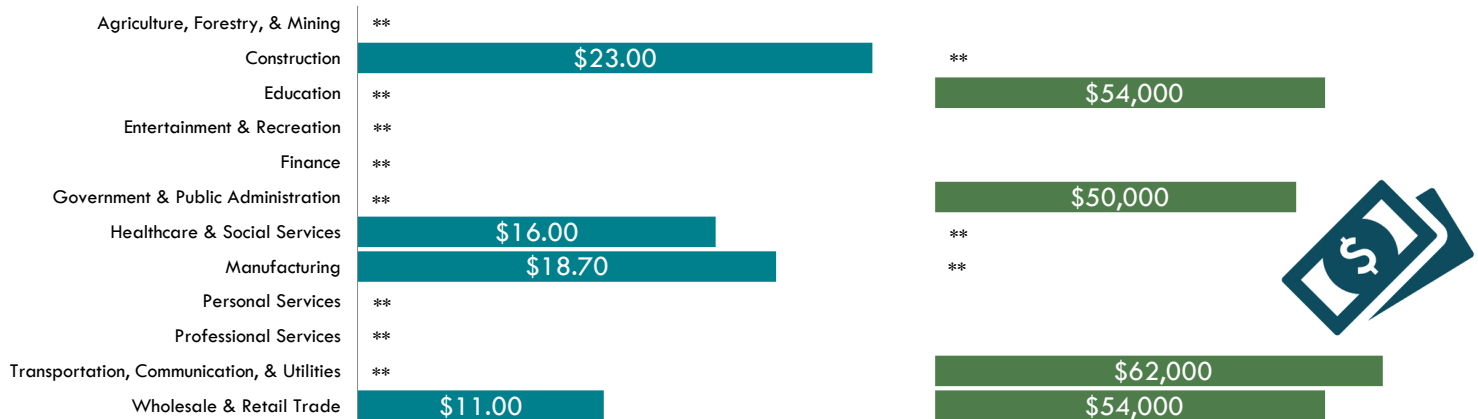
Industry	Education Beyond HS	Some Education Beyond HS, No Degree Obtained	Trade Certification/Vocational Training	Associate Degree	Bachelor's Degree or Above
Agriculture	**	**	**	**	**
Construction	57.1%	0.0%	14.3%	0.0%	42.8%
Education	88.9%	11.1%	11.1%	11.1%	55.6%
Entertainment & Recreation	**	**	**	**	**
Finance	100%	20.0%	0.0%	20.0%	60.0%
Government	83.3%	16.7%	8.3%	16.7%	41.6%
Healthcare & Social Services	87.5%	6.3%	31.2%	6.3%	43.7%
Manufacturing	72.2%	44.4%	5.6%	5.6%	16.6%
Personal Services	**	**	**	**	**
Professional Services	80.0%	0.0%	0.0%	20.0%	60.0%
Transportation	55.6%	11.1%	11.1%	11.1%	22.3%
Wholesale & Retail Trade	71.4%	25.0%	14.3%	10.7%	21.4%

Top percentages among industries per education level are highlighted in the table. **Insufficient survey data/refused

WAGES OF AVAILABLE LABOR BY INDUSTRY OF CURRENT OR FORMER EMPLOYMENT

■ Median Hourly Wage

■ Median Annual Salary



**Insufficient survey data/refused. A lack of data for a particular industry is not necessarily indicative that there were no (or few) individuals surveyed within that industry. Rather, it may be that there simply were no respondents within that industry that also reported that they are likely to change or accept employment.

Note: A wide variety of occupations are included within these industry categories. Industry classification is based upon the respondent's reported current or former employer. Two respondents that work for a manufacturer will be classified within the manufacturing industry even if, for example, one respondent is a custodian and the other is an accountant.

UNDEREMPLOYMENT

The underemployed are working fewer than 35 hours per week but desire more hours (**inadequate hours**); in positions that do not meet their skill or education level, or have worked for higher wages at previous employment (**mismatch of skills**); or are earning wages equal to or less than the national poverty level and work 35 or more hours per week (**low income**).

	Percent Surveyed	Estimated Total		Percent Surveyed	Estimated Total
Inadequate Hours	1.0%	53	Mismatch of Skills	4.7%	251
Low Income	0.2%	11	Σ †Total	5.7%	305

†Individuals may be underemployed for more than one reason but are counted only once for total estimated underemployment.

Note: To be counted as underemployed in any category an individual must be currently employed and likely to change their current employment situation.

IOWA
WORKFORCE
DEVELOPMENT

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economic development

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